

Position Title: Sales Manager

Purpose of the position

- Lead and motivate a team of sales and sales-related individuals
- Develop and implement strategies to manage and grow business (e.g., incremental and add-on sales, new customers)
- Work with regional sales teams in the US and globally to manage and fulfill global sales
- Ensure customer experience results in repeat business

Duties and Responsibilities Include:

Business Management

- Work with regional sales managers and appropriate individuals to develop go-to-market strategies
- Explore new global opportunities for generating incremental revenue
- Analyze and monitor the performance of the assigned business sector and provide feedback to relevant parties within work group
- Gain thorough understanding of customer business and strategic plans as they relate to Westcon products and services
- Ensure sales order and inquiries are processed effectively and within an acceptable time limit
- Assist marketing efforts as required
- Seek out and recommend appropriate products to build portfolio.
- Deliver credible technology overviews on multiple topics
- Identify, negotiate, and execute corrective measures for internal business systems, processes, and practices, as necessary
- Accurate and reliable reporting
- Prepare budgets and approve budget expenditures

People Management

- Identify and select new sales team members
- Develop sales team talent by advising, guiding, and mentoring individuals
- Ensure relevant sales teams training (e.g., product training, quoting, order processing, global knowledge and strategy)
- Review team members' sales pipelines and provide input that will lead to gains in market share.
- Negotiate and Distribute Quarterly Quota Assignments and communicate the business justification for those assignments
- Measure performance against quota

Sales

- Perform sensitive business negotiations with management level customer contacts
- Deliver in-person business presentations for management and executive level customer contacts.

Customer Support

- Provide support to Sales team on escalated customer issues
- Provide support to Regional Sales teams customers on global opportunities
- In conjunction with the Account Manager, ensure all partners understand Westcon offerings to increase sales with these customers.
- Conduct sales and product orientation training with resellers as required
- Build and sustain a business relationship with vendors

- Perform sensitive and complex inter-departmental negotiations to satisfy customers' financial, technical, and marketing needs

Qualifications

- Minimum 6 years industry specific sales experience or 2-3 years of industry specific sales management experience
- Sales experience in Global business
- Technical background and experience with technology
- Background in product management
- College degree preferred

Additional requirements include knowledge of:

1. Technology:
 - In-depth knowledge of IT/Telecom industry
 - Understanding of products from a sales & technical perspective
2. Finance:
 - Knowledge of and ability to accurately apply pricing, Gross Profit, discounts, margin calculations
3. Business/Marketing:
 - a. Business Analysis and Territory Plans that include Strategic and Tactical Initiatives
 - b. General understanding of marketing including product demonstrations
 - c. Understand the market and competitive landscape
 - d. Plan and set goals and objectives in line with company goals
4. Sales:
 - a. In depth understanding of the sales cycle (including identifying new business opportunities)
5. Global Business Knowledge
 - a. Understanding of Taxes and Duties
 - b. Experience with VAT
6. People Management
 - a. Leadership techniques
 - b. Coordination of people and resources

Company Overview

Westcon Group is the world's leading specialty distributor in networking, security, mobility and convergence. We provide the most effective route to market for our vendors, the highest levels of support to our customers and through our success and growth, the industry's best employee experience. We are comprised of individual operations under the Comstor (Cisco-focus), Voda One (Avaya-focus) and Westcon (Nortel-focus) brands, creating a global distribution business throughout North America, Africa, Asia, Australia, Europe and South America.

Vision: We believe that building and enabling unique and effective routes to high growth advanced technology markets is key to ensuring fundamental growth for customers and manufacturers. We achieve this through recruitment, retention and delivering ongoing value to best of breed and best in class vendors/manufacturers, customers and employees.

Visit our website at www.westcon.com for more information.

We offer:

- Progressive Compensation Package (base salary and commission)

- Healthcare Benefits (Medical, Dental, Vision and Prescription Drugs)
- 401k with Employer Match
- Tuition Reimbursement
- Paid Time Off
- Life Insurance and Disability Coverage
- On-Going Training & Development
- Advancement Opportunities